

## **Louisville Metro Government Department Equity Impact Statement**

Ordinance No. 19 Series 2021 requires that all Metro agencies complete an Equity Impact Statement every fiscal year. Please complete this form and submit to the Office of Equity, no later than April 9<sup>th</sup>, 2021.

**Name of Department:** Louisville Parks and Recreation

**Fiscal Year:** 2022

**Completed By:** Dana Kasler, Director

### **1. Department Equity Vision Statement:**

Louisville Parks and Recreation is committed to creating and promoting inclusion across all public spaces, places, facilities and programs it manages. Through this equity vision statement and policy, we aim to ensure that everyone has equal access to all the benefits, programs and services the department offers. This includes Louisville residents who have been historically marginalized, including those with physical or cognitive disabilities, the LGBTQ community, racial and ethnic minorities, and newly naturalized citizens, refugees and immigrants.

### **2. Department Equity Goals:**

- a. Specific/Identified Racial Equity Goals (Utilize Racial Equity Budget Assessment Tool and Questionnaire to assist in development) under a SMART framework (Specific, Measurable, Achievable, Relevant, Time Bound)

**Note:** Metro agencies can have more than one equity goal, and the KPIs and goal measures from your SMART goals should be listed in Section 3 of this document

- 1) Goal #1: Boost participation and program offerings in the Louisville ECHO (Louisville is Engaging Children Outdoors) program in FY22
- 2) Goal #2: Designate all Louisville Parks and Recreation community centers as LGBTQ-friendly in FY22 and designate one community center as the hub for LGBTQ programming.
- 3) Goal #3: increase the diversity of new hires within the department that are minority, female and/or disabled in FY22.
- 4) Goal #4: Create a position and hire an equity manager in Parks and Recreation in FY22
- 5) Goal #5: Finalize comprehensive park assessments for all 120 parks in FY22 creating a baseline for future investments and improvements

6) Goal #6: Provide for green spaces, additional tree canopy, and reduce the health impacts of urban heat islands by planting 3,500 trees in FY 22

7) Goal #7: In FY22, ensure that every public park in Louisville Metro has adequate provisions for citizens

b. Racial Equity Toolkit analysis

**3. Equity Goal Measures and KPI's:** Based on your equity goals that you have developed in Section 2, what will be your goals and outcomes measures?

- a. Goal #1 KPI: % participation increase in program offerings in FY22
- b. Goal #2 KPI: Park designations and hub designation
- c. Goal #3 KPI: % diversity hire increase
- d. Goal #4 KPI: Equity manager position creation
- e. Goal #5 KPI: Completion of park assessment
- f. Goal #6 KPI: Number of trees planted
- g. Goal #7 KPI: Number of public park provisions audited and created in FY22

**4. Prior year goal assessment: (Outcomes from the prior fiscal year)** N/A for FY22

**5. For FY23:** (Note: these inquiries are for future budget considerations and N/A for FY22)

- a. Budget request allocated as related to equity:
- b. Budgetary savings, revenues, expenses realized from the prior year:

**6. Office of Equity Notes and Recommendations:**

Metro Parks and Recreation has presented a lofty equity plan as part of its FY22 budget request. The Louisville community has expressed concerns over perceived inequities in Metro public parks, and these equity goals are an integral step towards addressing these perceived inequities and ensuring that all persons have equitable access to Metro's public park facilities.

**7. This equity impact statement was reviewed by:**

Dana Kasler 4/20/2021  
Department Director Date:

Vincent James 4/20/2021  
Agency Chief Date:

**8. This equity impact statement was/was not approved by:**

Kendall Boyd 4/20/2021  
Chief Equity Officer Date: